

# OHR Three Year Strategic Plan

## **Recruitment in 3 Years**

- E-Recruitment system in place—*1 year*
- OHR provide consulting on strategic recruitment practices—*1 year*
  - ✍ Clustered recruitment—*1 year*
  - ✍ Increase statutory moving expenses—*2 years*
  - ✍ Increase statutory reimbursement for applicants, so it is not just limited to per diem—*2 years*
- Annual career fairs—*1-3 years*

## **Compensation in 3 Years**

- Consulting on strategic use of pay and bonuses—*3 years*
  - ✍ Increased use of bonuses—*1 year*
  - ✍ Use of incentive pay—*1 year*
- Increase delegation to agencies—*3 years*
  - ✍ Classification delegation for Band 6 and below included in delegation agreements—*1 year*
  - ✍ Deploy greater flexibilities of delegation program—*1 year*
- Electronic storage of documents—*3 years*
  - ✍ Electronic PD—*2 years*

## **Employee Relations in 3 Years**

- Keep OHR staff up-to-date with ER issues, trends, and challenges—*1-3 years*
  - ✍ Legal updates annually for internal and external development—*1-3 years*
  - ✍ Training for agencies on employment law basics—*1-3 years*
- Create an HR Director orientation approach—*1 year*

## **Training (HRD) in 3 Years**

- Implement a Learning Management System—*1-3 years*
  - ✍ Include an OHR HRD approach using E-Learning—*1-3 years*
  - ✍ Include an OHR HRD approach using Blended Learning—*1-3 years*
  - ✍ Provide a training tracking system—*1-3 years*
- Increase OHR's capacity, as appropriate, to deliver CPM & Supervisory Training—*1-3 years*
  - ✍ Move towards OHR's vision of having all State Supervisors Trained with Supervisory Practices—*1-3 years*
  - ✍ Move towards statewide training in Tech locations—*1-3 years*
  - ✍ Use retired HR professionals to deliver appropriate OHR training -*1-3 years*
  - ✍ Evaluate HRPD program—*1 year*
  - ✍ Develop and deliver advanced supervisory training—*1-3 years*
- Seek national recognition for successfully revised CPM Program—*1 year*
- Identify evaluation trends for OHR's certification programs—*1-3 years*

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## Workforce Planning in 3 Years

- Help agencies develop strategies to address Workforce Planning issues once identified—*1-3 years*
  - ✍ Provide agencies with real time access to all data needed for Workforce Planning—*1 year*
  - ✍ Provide suggestions for use of retirees, including former TERI participants, in the State's workforce—*1-3 years*
  - ✍ Consider the implications of the Administration Consolidation Project—*1-3 years*
- Provide general education, customized strategies, and consultation to agencies on leadership development, knowledge transfer, and developmental options and tools.

## HRIT in 3 Years

- Be proactive in promoting HR IT—*1-3 years*
- Develop OHR's website as greater tool for agencies—*1-3 years*
- Increase use of technology for HR transactional work—*1-3 years*
  - ✍ Promote the use of the enterprise HR system of SCEIS—*1-3 years*
  - ✍ Support the E-Recruitment process—*1-2 years*
  - ✍ Provide agencies with real-time access to all data needed for Workforce Planning—*1 year*
  - ✍ Use B&C Board's imaging system to accomplish paperless files—*1-3 years*
  - ✍ Develop paperless PDs & work flow—*1-3 years*
  - ✍ Enable web-based registration for agencies for OHR training—*1 year*
  - ✍ Develop an e-timesheet—*1-3 years*
  - ✍ Foster automated work flow for e-transactions—*1-3 years*
- Increase OHR's IT resources—*1-3 years*
  - ✍ Update Patsy's Printer and all printers—*1 year*
  - ✍ Improve the quality of the visual and audio presentations used in our training program (provide OHR staff with advanced PowerPoint training)—*1 year*
  - ✍ Provide in-house access to state employment data (HRIS) —*1-3 years*

## Administration in 3 Years

- Develop an OHR Workforce plan—*1-3 years*
  - ✍ OHR Workforce planning by key positions—*1-3 years*
  - ✍ Increase OHR trainer capacity, e.g., by use of retired HR professionals—*1-3 years*
- Internal Staff Development—*1-3 years*
  - ✍ Insure OHR staff has IDPs annually—*1-3 years*
  - ✍ Target areas of expertise and create developmental plan for individuals to acquire the necessary KSAs—*1-3 years*
  - ✍ Internal investment in training through projects, classes/certification, etc.—*1-3 years*
  - ✍ Develop specialists for various consulting skills to insure OHR has improved consulting capacity—*1-3 years*
  - ✍ Improve our assessment capabilities in workforce performance to ensure better options are provided to agencies—*1-3 years*
  - ✍ Develop more depth as far as trainers/training capability—*1-3 years*
- Update OHR's Administrative structure—*1-3 years*
- Develop specific measurable approaches to creating improved relationships with agencies (Partnership Index?) —*1-3 years*